

USDN 2020 Equity Diversity Inclusion (EDI) Fellowship Program

Overview

The Urban Sustainability Directors Network (USDN) is pleased to offer summer 2020 fellowship opportunities with local governments. Fellows will receive a valuable learning experience while helping local governments advance sustainability and inclusion goals.

2020 fellowships are available with the City of Columbia (MO), the City of Fort Collins (CO), the City of Lawrence and Douglas County (KS), Miami-Dade County (FL), the City of San Diego (CA), and the City of Tempe (AZ). USDN anticipates offering up to two additional fellowship positions in late April or early May. We are accepting applications on a rolling basis, with priority given to applications received by May 8.

In response to the coronavirus pandemic, the 2020 fellowships will be variable and flexible. USDN and host sites will work with selected candidates to identify start and end dates, remote versus in person work status, and part-time versus full-time schedules.



2019 USDN EDI Fellows presenting their work at the USDN Annual Meeting

All fellowship positions include:

- A living wage or higher for the fellowship location
- A flexible employment timeline, with up to 480 hours of work throughout summer (and potentially fall) 2020 (start and end dates TBD by host and fellows)

- The experience of working in a local government sustainability program on a well-defined project that advances a community's sustainability and equity goals
- A project that is inclusive of underserved and under-represented communities and responsive to their needs and priorities
- Mentorship from Desiree Williams Rajee and participation in a national learning cohort of USDN EDI fellows
- Access to all USDN member discussions and products
- Membership in an informal network of past and current EDI fellows

Requirements

Broad requirements for all fellowship projects are listed below. Each local government project also has specific requirements.

- Be passionate about sustainability and/or the environment
- Be new to the sustainability field of work or interested in exploring a career in sustainability
- Have the skills required to match the needs of the projects for which you apply
- Have excellent written and verbal communication skills, including the ability to relate to, communicate with, and learn from racially, ethnically, and socioeconomically diverse communities
- Have experience working with multiple communities, including communities of color
- Have experience considering the impacts of projects on multiple communities, including communities of color
- Commit to working for the entire duration of the fellowship
- Commit to participating actively in the cohort learning and mentoring programs
- Commit to maintaining the privacy of cohort and USDN discussions
- Complete a one-page summary blog post and program evaluation form at the conclusion of the fellowship to reflect on your experience
- Make a presentation on your work to USDN members

To Apply

Applications should be sent to the Urban Sustainability Directors Network at <fellowship@usdn.org>. Please include the name of the community or communities with which you are seeking a fellowship in the email subject line. People of color are encouraged to apply.

Applications should include:

- Completed and signed application form available for download [here](#)
- Current resume

Application review will occur on a rolling basis, with priority given to applications received by May 8. All applicants will be notified of selection decisions.

Thank you for your interest!

USDN Fellowship with San Diego, CA

Climate Equity & Community Engagement Fellow, Sustainability Department

Fellowship Summary

The City of San Diego is contracting for a Climate Equity & Community Engagement Fellow to advance climate equity and implement the landmark Climate Equity Index. Improving community engagement is key to advancing climate equity, and the fellowship will focus on the development of a Community Engagement Strategy for Communities of Concern. Working with the City's Climate Equity Specialist, community-based organizations, and the Equity Stakeholder Working Group, this position will gain valuable lessons on diverse coalition building, research national best practices for engagement of priority populations, and help implement and apply for grant funded community engagement projects.

Project Background

The City of San Diego's Climate Action Plan (CAP) stated the need to address social equity and environmental justice, understood together to be climate equity, when implementing the plan. In 2019, the city developed San Diego's Climate Equity Index (CEI) to map the current distribution of climate equity in the City and measure the progress of advancing climate equity in the continued implementation of the CAP.

The CEI identified five recommendations to help the City advance climate equity, including to: seek grant funding to bring more needed investment in Communities of Concern and support community engagement efforts, partner with community-based organizations to effectively engage residents in Communities of Concern, research the feasibility of establishing a Sustainability Ambassadors Program, and look at other mechanisms to incorporate equity into City programs and projects. The full report can be found at www.sandiego.gov/ClimateEquity.

To implement these recommendations, the City is pursuing various grants to support community engagement efforts in Communities of Concern, and will begin researching national best practices to establish a community ambassadors program and assess current City programs and projects for the opportunity to include provisions to advance climate equity.

Team Description

The Equity, Diversity, and Inclusion Fellow will report directly to the Climate Equity Specialist. Housed in the Sustainability Department, the team will be focused on the implementation of the CAP and ways to advance climate equity. The CAP team is led by the Program Manager and includes a Senior Planner, Senior Management Analyst, Program Coordinator, three CAP Interns, and a Climate Advisor with the American Cities Climate Challenge.

Job Description

The EDI Fellowship will be 30 hours per week from June to August/September 2020 (start and end dates TBD with the selected candidate). The Fellow will be responsible for:

- Providing a personal computer and access to stable internet
- Working with community-based organizations in Communities of Concern to understand the unique barriers faced by those communities.
- Assisting in the development of the Community Engagement Strategy in Communities of Concern.
- Participating in community outreach events and forums, including virtual gatherings.

- Researching national best practices for meaningful engagement in priority populations, established community ambassadors program, and methods to address climate equity in other jurisdictions.
- Present to the Equity Stakeholder Working Group and Key department staff in the City on the Community Engagement Strategy in Communities of Concern.

Desired Skills

Successful candidates will be able to demonstrate some combination of the following skills, experiences, and abilities:

- Passion or desire to make a positive change in the City of San Diego.
- Knowledge/experience working with diverse groups of people with different cultural backgrounds and lived experiences.
- Excellent written and verbal communication skills, and ability to present to diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities.
- Experience incorporating the perspectives of multiple communities, including communities of color, in the consideration of impacts and outcomes of a decision-making process.
- Professional, proactive, and positive demeanor.

While not required, some preferred skills include:

- Knowledge/experience writing and implementing grants or fundraising experience a plus.
- An understanding of the concepts of institutional and structural racism and bias and their impact on underserved and underrepresented communities.
- Ability to communicate in another language proficiently is preferred, particularly in Spanish, Tagalog, Cantonese, or Vietnamese.

Professional Development and Support

The City provides a supportive and inclusive working environment and provides opportunities for professional development and growth with City sponsored trainings and workshops. Currently, the City offers free online courses for professional development through the Library Department, several Lunch & Learn events with various corporate partners, and mindfulness events open to City employees.

Pay Rate and Housing

The Fellowship pay rate is \$15.61 per hour. Housing is not provided, however we are able to assist successful applicants by connecting them with the San Diego Housing Commission, if needed.